

## **BENEFITS OPTIONS WHEN RE-NEGOTIATING COMPENSATION PACKAGES**

When it comes time to re-negotiate executive compensation packages, consider the following additional benefits:

- Cash bonus (performance based)
- Increased continuing employment bonus at contract renewal
- Compressed work week
- Additional personal time-off
- Compensated time off when volunteering
- Daycare/Eldercare
- Health insurance for the family as well as the executive
- Personalized insurance benefit options (i.e. health spending accounts, vision care, dental or both, and more paramedical coverage)
- Income replacement insurance
- Life and AD&D insurance
- Long-term care insurance (with a cash value component)
- Employee assistance program
- Additional retirement contributions
- Deferred retirement (like a 457 plan)
- Auto or auto allowance
- Professional association membership dues
- Attendance at professional association meetings
- Accompanying spouse/partner expenses at association functions
- Continuing education courses
- Tuition reimbursement
- Home office expenses
- Cell phone
- Laptop
- Executive coaching
- Upgraded (business class) air travel
- Country club/downtown club/health club membership
- Ability to work remotely
- Ability to consult/run another business in addition to FT job
- Sabbatical (paid or unpaid)

